

Fall 2016

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Department of Conflict Analysis and Resolution

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DCRS ON THE MOVE



Fall 2016 Overview

Nova Southeastern University • Department of Conflict Resolution Studies

FROM THE DESK OF THE DEPARTMENT CHAIR—ROBIN COOPER, PH.D.



Welcome to the Fall 2016 edition of *DCRS On the Move*! As we near the Thanksgiving holiday, I want to take a moment to express my gratitude for all the dedicated work of our faculty, for the consistent support our staff members provide to students, and for the commitment our students and alumni bring to their studies and to addressing social issues.

Here at DCRS, we have a commitment to the scholarship of engagement, working with community and organizational partners in the application of theory, research, and practice to address social problems. At the Fall Residential Institute, I spoke about the fact that we are a community of peacebuilders, and I am truly grateful for the positive contribution each one of you makes to our immediate department community and to the broader communities in which we live and work.

As you read through this issue, you will see some inspiring examples of the constructive, peacebuilding impact many of you have been making over the past few months. I know that there are many more stories not included here, but the impact of those efforts is felt. There is much to celebrate, so enjoy reading about some of the many achievements of your colleagues, and do let us know of your own successes, so that we can spread the word in future issues!

In This Issue

- Fall 2016 Keynote speaker Carole Houk, LLM
- Africa Working Group
- Undergraduate Sociology and Anthropology Focus
- Editors Pick
- DCRS Students Making their Mark
- Faculty Highlights
- Alumni On the Move
- Scholarship Recipients
- Publications
- Practicum
- Final Defenses

DCRS DATES TO REMEMBER

Graduate Programs

- End of Fall term December 4, 2016
- Winter registration October 10– January 8, 2017
- Last day to withdraw from class November 13, 2016
- Consultation week—November 28—December 4, 2016
- Winter Comprehensive Exams: January 17&18, 2017
- Winter Qualifying Exams—January 24-26, 2017

"Every person that you meet knows something you don't; learn from them."

H. Jackson Brown Jr.

KEYNOTE DINNER Fall Residential Institute 2016—Guest Speaker—Carole Houk, JD



Carole Houk is a conflict management consultant and attorney. She holds an LLM (Labor) from the Georgetown University Law Center, a JD from Wayne State University Law School, and is a published author, a frequent presenter at conferences both nationally and internationally, and a popular keynote speaker. The DCRS community had the pleasure of having her as a keynote speaker during the 35th Residential Institute this Fall. Ms. Houk's firm, chiResolutions, LLC, specializes in the design of integrated conflict management systems for businesses and government, with a particular focus on the healthcare industry. She has developed the Medical Ombudsman/Mediator Program (MEDIC+OM) in 2001 to resolve patient-provider disputes at the point of care.

Ms. Houk is the principal contractor to the U.S. Department of the Interior for the design and implementation of their Integrated Conflict Management System, and served a similar function for the U.S. Department of Homeland Security's Transportation Security Administration from 2004-2009. She has assisted the Canadian Human Rights Commission in developing an Integrated Human Rights Maturity Model for its regulated employers throughout Canada, and has consulted with the Canadian Department of National Defense and much more. Ms. Houk has been an Adjunct Professor at the Georgetown University Law Center, and has taught at Hamline University School of Law's Dispute Resolution Institute and Pepperdine University School of Law's Straus Institute of Dispute Resolution.

During the keynote workshop she discussed: *Conflict Management Consulting: What's Involved in Making it Work*. She, along with Dr. Neil Katz, fostered an open dialogue focusing on such questions as, How does one go about becoming a successful contractor in the field of conflict management? How do you convince a potential client to hire you when they don't even recognize that they have a need for your services? How do you find clients? How do you build a roster of conflict management professionals? And how do you land those elusive contracts? The students who attended this workshop left with a much better sense of how to create a space for themselves in the world of conflict resolution consulting.

At the keynote dinner, Ms. Houk presented on: *State of the Resolution: How Moving from ADR to ICMS Impacts our Profession*. During this presentation, she discussed that while many organizations embrace ADR, many still search for more comprehensive approaches that help them not only to resolve conflicts that have escalated into disputes, but also to manage risk, manage relationships and manage their bottom line. At the end of her presentation she was presented with a plaque and tokens of appreciation by the CAHSS Student Government Association.



AFRICA WORKING GROUP



The Africa Working Group met during the 35th Residential Institute to discuss same sex 'marriage' and fluidity of gender roles and expectations practiced amongst the Igbo tribe of Nigeria. The discussion focused on how marriage is believed traditionally to be between a man and a woman. However, there are instances where marriage between two women is allowed in fulfillment of societal expectations. The presentation explored a unique type of same sex 'marriage' often called 'woman to woman marriage' practiced amongst the Igbo tribe of Nigeria and some other African countries. The practices differs from the popular western concept of gay marriage. It highlighted the fluidity of gender roles and expectations amongst Igbos, as well as its interconnection with inheritance rights and preference of male child over female child. Roselyn Onyegbula, presenter, shared her feedback from the event's presentation and discussion amongst DCRS peers. She commented, "the variations of 'woman to woman marriage' practiced in different African countries shared by students from different African countries was very revealing of the diversity of cultural practices aimed at achieving the same goal; which is the preservation of patriarchy."

During the Africa Working Group meeting there was a presentation of accolades for outgoing board members and advisors for their hard work in the last administrative year. A vote was taken for new board members for the new year.



Incoming board members L-R:
President: Gabriel Ipasu
Secretary: Genevieve Sabala
Publicity Secretary: Nekeisha Bascombe
Treasurer: Omar Johnson



BON VOYAGE TO TATHIANA NOEL, ADMINISTRATIVE ASSISTANT



This Fall, DCRS said goodbye to Tathiana from our department. She had been the Administrative Assistant for the past 5 years. During that time, many students have come to know her as their "go-to" person. Although no longer with DCRS, we are happy to say that she is still with the college. Tathiana, we wish you all the best!



SOCIOLOGY AND ANTHROPOLOGY FOCUS - EILEEN SMITH-CAVROS, PH.D.

Eileen Smith-Cavros, Ph.D., is an Associate Professor in the Department of Conflict Resolution Studies who teaches undergraduate sociology and anthropology courses.

Dr. Smith-Cavros recently took a group of her students to Mexico to visit the Manatee Lagoon. She ended up creating a documentary film based on her research in Mexico, and it was accepted into a peer-reviewed online academic journal, *The Journal of Video Ethnography* (DePaul University's Social Science Research Center). The film is presented/hosted online in its entirety (30 minutes long and subtitled in English) at <http://www.videoethno.com/>

This is a unique journal for film and a unique opportunity for recognition of an ethnographic film. Her former student Guadalupe Almanza, (a sociology major at NSU) is the co-author of this unique research report, (and she was co-director of the film with Dr. Smith-Cavros).

**Interview with Dr. Eileen Smith-Cavros, conducted by Kemely Romero (DCRS Student Employee)****What sparked your interest in the Manatee Lagoon?**

My late colleague, Dr. Edward O. Keith, made friends wherever he went – and he had visited Manatee Lagoon previously. He was a natural scientist and oceanographer with the heart of an anthropologist. Both of us strongly believed in interdisciplinary research that we hoped might benefit people and the natural environment. We applied for a President's Faculty Research Grant together and initiated the research with undergraduate students we both knew and with some colleagues in Veracruz, Mexico.

How did you come across the eye-opening information presented in the documentary?

I think in the social sciences and qualitative research in particular, most eye-opening information comes from truly listening to research participants – what moves them and what their deep stories are.

In reading about your film, I have found that the intention was not to create a film, but to do research. What made the team agree to add a film to the project?

We certainly weren't filmmakers. The film footage was both to record the actual data so we could transcribe from it, but much more to provide a visual record – an oral history of sorts – for the participants themselves. Our primary goal with the film was always to give back to our participants. Most had few photographs of family and had never been filmed before. So the film was both a record of the elders and of the changing natural world seen through their eyes. We all hoped it would serve as an archive and provide not just memories but also some inspiration to preserve, and perhaps even improve, the lagoon that remains.

What were you originally hoping to find when you arrived in Veracruz, Mexico?

I think we were hoping to find out if and how the lagoon, the manatees, and the people were connected. It began as exploratory research in the truest sense. And we found that it was a more complex – and interdependent – web than we even expected between the social and natural worlds.

How long had the problem at Manatee Lagoon been going on?

The problems participants described in the lagoon were ongoing for over 50 years and continue to the time of our filming in two ways. First, the natural ecosystem has been seriously impacted particularly in relation to the abundance of native animals and plants that live in the lagoon. Second, changes in the lagoon, as well as societal changes, have made aspects of the lives of many of the *campesinos* more challenging. These were primarily subsistence farmers and fishermen who used to be fairly easily and joyfully able to feed themselves from the natural bounty around them, and this has drastically changed for many.

Were the Manatees a luxury or a common commodity before becoming scarce in the area? The manatees were much more of a luxury. They were not an everyday meal in any sense – eating one was relatively rare and they were shared among the villagers. Manatee meat was never sold, unlike the fish and turtles that were once abundant in the lagoon. The regret over all of these animals becoming scarce was clear – I remember one participant who said he could hardly bear to think of the times of plenty. With all that said, most of our elderly participants retained an abiding sense of hope for future. And hand-made signs in the area imploring people not to hunt threatened species are just one testament to the fact that the way people think and act toward the natural environment absolutely can change.

Dr. Smith-Cavros concluded that both the environment and humans suffered loss, but that it is still possible for the remainder of the manatees to be preserved and conserved for the natural world and our benefit.

EDITORS' PICK: BASIL UGORJI, DCRS PH.D. STUDENT



Basil Ugorji is a student in the doctoral program in Conflict Analysis and Resolution in the Department of Conflict Resolution Studies (DCRS). He is also the Founder, President, and CEO of the International Center for Ethno-Religious Mediation (ICERM), a New York based 501 (c) (3) nonprofit organization in Special Consultative Status with the United Nations Economic and Social Council (ECOSOC). His education prior to coming to NSU included earning a BA in Philosophy at the University of Ibadan in Nigeria, as well as Masters degrees in Philosophy and Mediation from the Universite de Poitiers in France. Basil was a Graduate Fellow and Research Scholar at the California State University's Center for African Peace and Conflict Resolution in Sacramento, California, and has worked within the Africa 2 Division of the Department of Political Affairs at the United Nations Headquarters in New York. Basil is the author of *From Cultural Justice to Inter-Ethnic Mediation: A Reflection on the Possibility of Ethno-Religious Mediation in Africa* (2012). He has noted that his commitment to peacebuilding stems from his childhood experiences in Nigeria, witnessing the results of ethnic and religious persecution during and after the Nigeria-Biafra civil war. In the past several months, Basil has demonstrated remarkable community-building skills for the DCRS and NSU community, as he has facilitated the radio interviews of two DCRS faculty members on ICERM radio and established a practicum site at ICERM for fellow students in DCRS to gain firsthand experience with ethnic and religious conflict resolution efforts.



As the President of ICERM, the host of ICERM Radio, and a doctoral student of DCRS, Basil Ugorji has featured two DCRS faculty members on his radio show, "Let's Talk About It". In summer 2016, Basil hosted an illuminating interview with Dr. Cheryl Duckworth. The interview focused on how to deal with history and collective memory in conflict resolution. The show aired on June 25, 2016, and the podcast is archived on the ICERM website. Basil also hosted and moderated a high-level panel discussion on "Violent Extremism: How, Why, When and Where do People Get Radicalized?" Among the three experts who participated on this panel is our DCRS faculty member, Dr. Mary Hope Schwoebel. The panel aired on July 9, 2016, and the podcast is archived on the ICERM website. In addition to facilitating the radio interviews of the two DCRS faculty members, Basil Ugorji assisted with establishing a practicum site at ICERM for fellow students. Basil's organization provides practicum opportunities for graduate students from many countries. Through ICERM's special consultative status with the United Nations ECOSOC, accepted graduate students are designated to attend the UN high-level meetings at the UN headquarters in New York, Geneva or in Vienna.

In addition to all that he is doing he still finds time to fit academic presentations into his schedule. He recently presented a paper on the Boko Haram's activities in Nigeria at The 25th Annual Africa Diaspora Conference. This conference was held at the California State University's Center for African Peace and Conflict Resolution, Sacramento, California. April 21 – 23, 2016.

The theme of the conference was: Peace & Conflict Resolution in Africa/Diaspora, 25 Years Later: Lessons, Best Practices, and Opportunities.

In addition he participated in their 25th Annual Peace Awards Dinner for a Distinguished Guest Speaker, His Excellency, Dr. Goodluck Jonathan, Immediate Past President of the Federal Republic of Nigeria. Basil, be encouraged and keep on walking the talk.



DCRS STUDENTS MAKING THEIR MARK



Efrat Almog is a Florida Certified Family, Circuit Civil, and County Mediator. She is an NYU Polytechnic graduate and is a doctoral student in the Conflict Resolution Studies Department. She owns and operates Gishoor LLC, a mediation, negotiation, and coaching center in South Florida. Gishoor means "mediation" in Hebrew. Gishoor LLC was established to serve as a mediation and negotiation center, catering

specifically to the Jewish and Israeli populations of South Florida, the Northeast, and the West Coast of the U.S.

Efrat is also an approved Mediator and Mediation Training Instructor for the Israeli Court Management. Additionally, she teaches throughout Israel at various colleges and universities, and lectures in the fields of Conflict Management, Conflict Resolution, Negotiation, Communication, Facilitation, Consulting, and Decision-Making. In addition, she has served as a co-Judge at the labor court. Ms. Almog has also established several mediation centers across Israel and she was the manager of a community mediation center. She has mediated and negotiated in hundreds of cases and advised companies and organizations such as the Israeli IRS, Israeli Tax Authority, the National Insurance Institute, Motorola Israel and the Caesar's Hotel chain.

In recent months, Ms. Almog has participated in the Professional Mediators Institute (PMI) Conference, which was a part of the World Compensation Institute (WCI). Her participation in this conference has allowed her to be a panelist on one of the



sessions during the conference. This session discussed rules of the mediation one should abide by to avoid malpractice. The session also discussed how mediators could prove compliance and the legal logistics behind practicing mediation. In addition, she also presented on "Conflicts and Workplace Mediation in the Hospitality Industry" at ACR 2016 conference.

The presentation was about the "EFRAT Model" that she developed.

E- Evaluation

F- Facilitation

R- Resolution of conflicts

A- Achieving goals

T- Training



DCRS STUDENTS MAKING THEIR MARK

April Coan, a current DCRS student, is seen here at the *Feminism for the Future Conference* at George Mason University, April 6-7, 2016. At the conference, she presented a paper titled "Separate Not Equal: Women and the United States Marine Corps."

The purpose of the *Feminism for the Future Conference* was to discuss the role of feminism in response to international and domestic conflict, and imagining what futures of feminism and social justice may look like. In April's own words, "This was an excellent conference for any graduate or doctoral student interested in gender studies, gender and conflict, feminist theories, and masculinity theories research."

<http://genderandconflict.gmu.edu>



April Coan, M.B.A



ILER L. RIVERA-CHICAS, M.S.

Iler Rivera-Chicas, DCRS doctoral candidate, is the new mediation services coordinator for Collier County, Florida. In this new endeavor, she is responsible for the administrative and supervisory work of coordinating the daily operations

of Collier County's mediation program. In addition, she facilitates mediations in County, Family and Dependency court.

Emily Skinner & Katherine J. Sosa, doctoral candidates, presented "Is Social Media the New Cultural Mediator?" at the *Association for Conflict Resolution 2016 Conference* in Baltimore, MD.

Emily was also chosen at the Northeast representative of New Voices to present at the ACR 2016 conference on her work with her social media platform, *The Social Scientista*, and how it has informed her dissertation.



Emily Skinner and
Katherine Sosa



Cindy Mahendar—Masters Student

Cindy Mahendar is an international student who holds a Bachelor of Arts in Human Rights and Equity Studies from York University in Toronto, Canada. Cindy is currently in the Conflict Resolution Studies (DCRS) Master's program in the College of Arts, Humanities and Social Sciences (CAHSS). She also serves as her program's representative for CAHSS Graduate SGA. She has served on the committee for Broward County Public School's first annual "Equity in Action" Diversity Conference in 2015 and is currently a member of the Inclusion and Diversity Council.

Cindy shared her proposed research entitled Research Plan: Diversity NSU, which explores how students in the Conflict Resolution Studies program at NSU engage with a diverse learning experience. A mixed methods research design is proposed to gain an in-depth student's perspective that will inform the development of an assessment tool that can advise staff and faculty on infusing diversity within the curriculum.

DCRS STUDENTS MARKING THEIR MARK



Midline Pierre, DCRS student, volunteered at the annual conference of the Alliance for Peacebuilding, held at The United States Institute of Peace.

EVENT: Alliance for Peacebuilding 2016 Annual Conference "Next Gen Peace"

Role: Rapporteur and project assistant

Time: May 23rd-May 26th

Dr. Robin Cooper and Midline Pierre at the Alliance for Peacebuilding 2016 Conference



DCRS STUDENTS MAKING THEIR MARK - KATHERINE SOSA



Katherine J. Sosa, doctoral student, moderated a panel discussion on Culture, Workplace Diversity & Teaming at the Middle Class Summit in Hollywood, FL where private and public industries came together to address the shrinking middle class of South Florida.

Photo: Seminole Councilman Bowers, Ms. Sosa, FL Representative Diaz (R), Seminole Councilman Osceola, CEO of OIC

FACULTY HIGHLIGHT— DR. CHERYL DUCKWORTH



Dr. Cheryl Duckworth is an Associate Professor of Conflict Resolution and Peace Education at NSU's Department of Conflict Resolution Studies. Dr. Duckworth earned her BA in English from Mary Washington College, and a MA in English Education and a PhD in International Conflict Resolution from George Mason University. Dr. Duckworth is currently serving as Editor-in-Chief of *Peace and Conflict Studies*, as well as faculty advisor for the Peace Education Working Group at the College of Arts, Humanities, and Social Sciences. She has published and presented extensively in the field of peace and conflict studies, and is building a national and international reputation as a leader in the field of peace education, in part due to her book *Teaching about Terror: 9/11 and Collective Memory in US Classrooms* (2014) published by Routledge. In

the past several months, her scholarship has included several notable additions: In April, she served as co-convenor of the 2nd annual symposium on Teaching of Terror, Extremism and Trauma, held at Concordia University in Montreal, Canada; in June, she published "Is There a School to Terror Pipeline? The Case of France" in the *Journal of Contemporary Issues in Education*; served as guest editor and published an editorial entitled "Is peacebuilding donor-driven? Inside the dynamics and impacts of funding peace" in the *Journal of Peacebuilding and Development*. In addition, she has participated actively in public discourse, including an opinion piece in the Sun-Sentinel entitled, "A peace-building response to the rise of 'Trumpism'" published in July, and a radio interview on the topic of "Dealing with History and Collective Memory in Conflict Resolution" on the International Center for Ethno-Religious Mediation radio program.

FACULTY HIGHLIGHT— DR. ISMAEL MUINGI



Dr. Ismael Muingi is an Associate Professor of Conflict Resolution and African Studies in the Department of Conflict Resolution Studies. In addition he is also the Director of PhD Programs for DCRS. He has recently worked with United Nations peacekeeper trainees on the role of Intergovernmental Organizations (IGOs) and Nongovernmental Organizations (NGOs) in peacekeeping operations. United Nations peacekeeping is one of the training courses provided by WHINSEC at the Ft Benning, Georgia, army base. WHINSEC is one of the several training institutes at Ft. Benning. The base has other army training divisions as well. The peacekeepers in the WHINSEC course were from Latin America and largely from

Mexico. There were a few others from Honduras and Bolivia. It is anticipated that these peacekeepers will likely be deployed to Colombia as it works through its transition from war to peace. Although sessions were scheduled to be with the peacekeepers, it turned out WHINSEC was also running a course on Civil Affairs Operations for officers from Colombia. They too joined in the session. The trainings of the peacekeepers included defining IGOs and NGOs; the changing nature of security from conventional war to war among the people; the conflicting as well as collaborative relationships between peacekeepers and NGOs; and some case studies of field operations and initiatives for better collaborations. Participants of the training provided feedback stating that the trainings were really helpful to their preparation for taking on the peacekeeper role.

FACULTY IN THE FIELD—DR. NEIL KATZ



This year has proven to be quite a busy one for Dr. Katz. He was the recipient of a \$10,000 grant from chiResolution and from ACUS, the Administrative Conference of the United States. At the recent annual conference of the Association for Conflict Resolution (ACR), Dr. Katz was awarded The William Kreidler Award for Distinguished Service to the Field of Conflict Resolution. ACR is the main professional organization for conflict resolution educators and practitioners in the United States and abroad. Congratulations Dr. Katz!

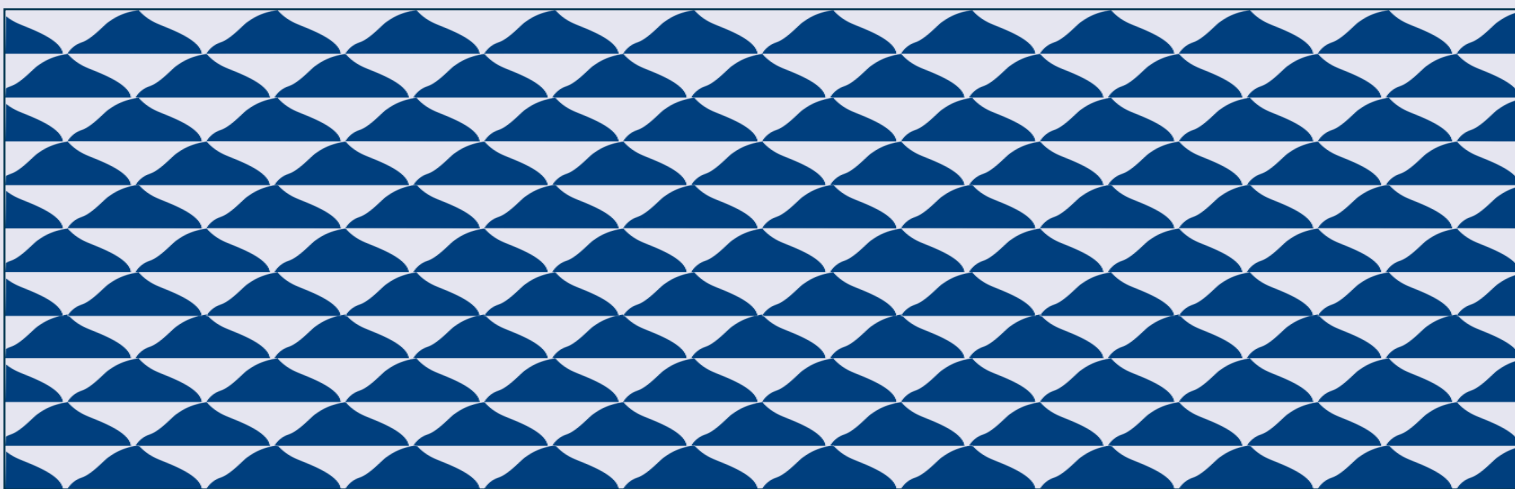
Also, at the Conference, Katz was a featured presenter on a panel "Jumping the Fence: Making Better Connections between the Academy to Field Work."

Dr. Katz and his team of fellow researchers recently submitted a 577 page report on "The Nature and Value of Ombudsman in Federal Agencies." The Report is now being discussed by its sponsor, ACUS, who will present the report recommendations to the U.S. Congress in December. The report summarizes data gathered from a lengthy quantitative survey administered to over 150 federal agencies as well as telephone qualitative data from telephone interviews with over 50 federal ombuds. In addition, the report includes case studies with 4 federal agencies with model ombuds programs and two volunteer ombuds programs. The report concludes with a lengthy legal analysis of ombuds standards of practice and an executive summary with recommendations for ACUS to consider for its presentation to Congress.

Ten DCRS doctoral students also assisted with the research and report writing.

Dr. Katz continues to be quite busy doing workshops.

- Workshops in Emotional Intelligence for Cox Communications (with Katherine Sosa)
- Workshops in Communication for Value and Velocity for AQUA America (with Suzette Henry Campbell)
- Workshop in Dispute Resolution for Public Managers for Defense Comptrollership Program (with Michelle Ward).
- Workshop in Negotiation Skills for Optometry Students (with Michelle Thomas-Maison; Annette Taylor-Spence,)
- Workshop in Emotional Intelligence for Lifelong Learning (with Nekiesha Bascombe)



ALUMNI ON THE MOVE - NADINE PIERRE-LOUIS PH.D, LMFT

In 2016, Nadine Pierre-Louis applied to the International Association of Conflict Management (IACM) Graduate Student Fellowship Program and was selected to receive the AC4 scholarship for the 29th Annual IACM Conference at Columbia University, in New York City, New York, USA, June 26-29, 2016. She was selected to be among ten other fellows, each of whom had a paper accepted by IACM and presented at the conference. The topic she presented on at the conference was entitled "Fifteen Years of Conflict Style, Mode and Behavior: Is 'How' We Study Conflict Behavior Valid?" This paper was part of a larger body of research. It laid the foundation for the need to develop more globally relevant and culturally sensitive theory and instruments to identify and operationalize conflict resolution behavior, in light of the fact that prevalent instruments used to study conflict behavior were developed from samples of predominately Caucasian, male, businessmen of American and Northern European descent but are applied across various cultures.



Nadine Pierre-Louis Ph.D, LMFT

Family and Circuit Civil Mediator

ALUMNI ON THE MOVE— DR. TONY GASKEW

Tony Gaskew, Ph.D., graduate of the doctoral program in Conflict Analysis and Resolution in the Department of Conflict Resolution Studies (DCRS) in NSU's College of Arts, Humanities, and Social Sciences (CAHSS), was invited to the White House to participate in a roundtable on Criminal Justice Reform.

Gaskew was one of 10 U.S. educators invited to participate in the roundtable, which was held May 5, 2016. An expert on prison education reform, Gaskew is also a graduate of the Master's in Criminal Justice in CAHSS' Department of Justice and Human Services.

Gaskew's latest book titled, *Rethinking Prison Reentry: Transforming Humiliation into Humility*, focuses on the role of the criminal justice system in providing adequate post-secondary prison education opportunities for incarcerated black males and the impact of historical racism on black males and on the criminal justice system.

Gaskew was a recipient of the 2014 NSU Distinguished Alumni Award. He is an associate professor of criminal justice at the University of Pittsburgh-Bradford where he also serves as director for the Criminal Justice Program. In 2007 Gaskew began teaching victim-impact classes at the Federal Correctional Institution McKean. Subsequently he began teaching university classes at the prison with both incarcerated students and University of Pittsburgh students. He is the founding director of the Prison Education Program at the university, working with the Federal Bureau of Prisons on post-secondary educational opportunities for

incarcerated students at the Federal Correctional Institution McKean.

Gaskew's honors include the Fulbright-Hays Fellow for a research project in Egypt, the Academic Fellow in Terrorist Studies for a research project in Israel by The Foundation for Defense of Democracies, University of Pittsburgh Faculty Diversity Fellow, Teacher of the Year by The National Society of Leadership and Success, FCI McKean Volunteer of the Year by the Federal Bureau of Prisons, Florida Narcotic Officer of the Year, and Melbourne Police Department Detective of the Year. <https://nsunews.nova.edu/nsu-alumni-spotlight-cahss-distinguished-alum-invited-to-white-house-roundtable-on-criminal-justice-reform>.

DCRS ALUMNI ON THE MOVE - JENNY CHANG, PH.D.



Jenny Chang, Ph.D., a doctoral graduate of the Department of Conflict Resolution Studies, has authored an article entitled "Developing Trust in Close Personal Relationships: Ethic Chinese's Experiences" with Dr. Honggang Yang, Dr. Kuang-Hui, and Dr. Shih-Chi Hsu. This article has recently been published in the peer-reviewed journal, *Journal of Trust Research*.

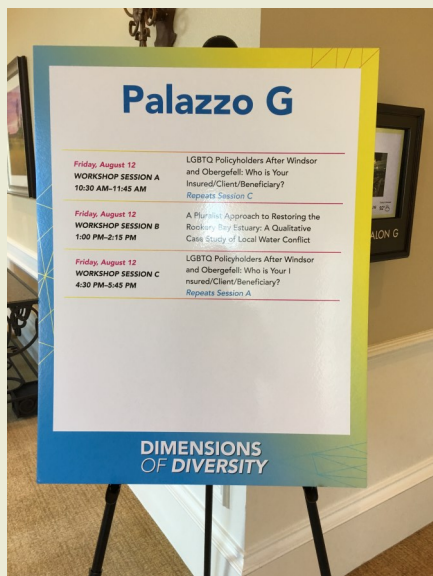
Dr. Chang is currently an assistant professor of conflict resolution who works as an English and cross-cultural communication professional as well. She was the advisee of Dr. Yang, the Dean and Professor of the College of Arts, Humanities and Social Sciences, during her study at NSU. Prior to this publication, they published another article "Conceptualizing Trust: A Holistic Chinese View to Bridge Divergences and Dichotomies" in the peer-

ALUMNI ON THE MOVE—SHARON MCINTYRE, PH.D.

On Sunday, September 11, 2016, the Sun Sentinel published multiple stories from survivors of their account of the horrific tragedy of 9/11/2001. Parents, spouses and emergency responders were amongst those who told their stories. Sharon McIntyre, a recent DCRS alumni also got the opportunity to tell her story. She attributed her being alive to the fact that she had missed all elevators to the 14th floor that morning. Not long after pandemonium and chaos ensued. The harrowing event inspired her dissertation. Dr. McIntyre stated that studying Conflict Analysis and Resolution was her personal response to this life changing experience.

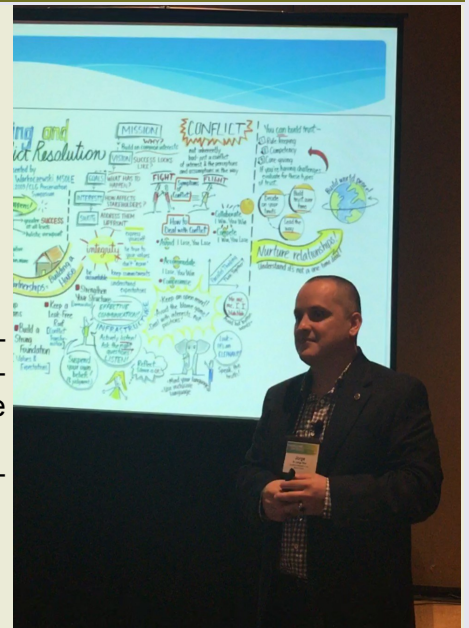


ALUMNI ON THE MOVE -JORGE RICE PH.D.



Dr. Rice making his presentation at the Florida Dispute Resolution Conference in Orlando in August 12, 2016.

He was also sub-contracted by the Miami Dade Elections Department as an instructor to train Election Specialist, Administrative Trouble Shooters, and Poll Workers for the primary election in August and the General election in November of this year.



ALUMNI ON THE MOVE - Liza Romansky



Congratulation are in order for Liza Romansky, who has been promoted to her new position as Executive Director of Undergraduate Admissions here at NSU. Liza is an alum of the DCRS Master's program.

ALUMNI ON THE MOVE—DR. DILIP KULKARNI

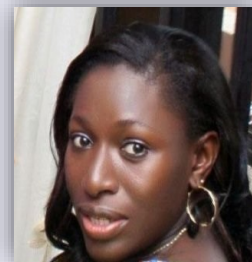


Dr. Robin Cooper with Dr. Dilip Kulkarni (alum) and his wife Ruth in Washington, DC. Dil made a generous contribution to DCRS to fund student scholarships. We are so grateful for his consistent support of the department and its students!

A SAMPLE OF SCHOLARSHIP RECIPIENTS

Esther Ochoga was the recipient of a DCRS student scholarship in 2016. The funds for the scholarship were provided by DCRS Alumni to support doctoral students in completing their doctoral studies.

She was also the recipient of the James O. Elmore Scholarship, which she used to present at the Canadian Research Association conference in Canada. Her topic was: "An Audacity to Consider Theater and Drama as an Alternative Method in Peacebuilding and reconciliation." Esther commented, "This presentation inspired me to develop another focused proposal on trying to find an alternative sustainable amnesty and accountability program for the Niger Delta militants in my home country of Nigeria."



Alicia Booker and **Lin Kovack** were both recipients of the James O. Elmore scholarship. This scholarship was established as a lasting tribute to Jim, who was a federal mediator and friend to DCRS.

With the support of this scholarship, Alicia was able to present at the International Ombudsman Association Conference. Her paper was entitled: *Assessing and Demonstrating the Value of an Organizational Ombuds*. Lin Kovack presented at the International Association of Conflict Management conference on "Workplace Conflict and the Ombuds."

Basil Ugorji received the PanSGA Professional Development Grant to support his travel expenses for the 25th Annual Africa & Diaspora conference in 2016. He presented a paper on Ethno-Religious Conflict in Nigeria at the California State University's Center for African Peace and Conflict Resolution, Sacramento. In addition, he attended the 25th Annual Peace Awards Dinner which included a speech by Distinguished Guest, His Excellency, Dr. Goodluck Jonathan, Immediate Past President of the Federal Republic of Nigeria.



2016 Recipients of the Florence Ross Scholarship, awarded in recognition of the demonstrated commitment to furthering global peace: Michael Garver; Jane Mokaya; Yehuda Silverman

2016 Recipients of the DCRS Student Scholarship:

Foday Darboe; Jacqueline Kulaga; Esther Ochoga; Claudette Powell-Bennett; Emily Skinner; Onur Yuksel

2016 Recipient of the Susan and Neil Katz Changing Lives Scholarship:

Nekeisha Bascombe



R-L: Dr. N Katz, N. Bascombe and Mrs. S. Katz

SCHOLARSHIP/FUNDING OPPORTUNITIES AVAILABLE TO DCRS STUDENTS



Graduate Assistantships for CAHSS Doctoral Students Award Amount: Stipend up to a maximum of \$15,600.00 per year, paid bi-weekly.



CAHSS Student Association Endowed Community Outreach Scholarship. Award Varies
Created to honor colleagues who are committed to giving back to the community. Awarded to students whose community service is exemplary of and committed to NSU vision.



James O Elmore Scholarship Fund. Award varies.
Created in memory of Jim Elmore, a federal mediator who passed away in 1998, and friend of DCRS. This fund is used to award DCRS students for professional conference presentations and academic publications.



DCRS Student Scholarship Funds. Amount Varies
The scholarship is available to students for outstanding academic performance, crisis situation of need and/or contribution to inclusive learning community building. The award is on a case by case basis.



CAHSS friends memorial fund (Based on available funds not to exceed \$500.00)
This fund is in memory of a late colleague Mr. Cody Smith for his outstanding service to the SHSS. This fund is specific to students who have registered continuously and in good academic standings and actively working on their thesis/dissertation or community outreach project.

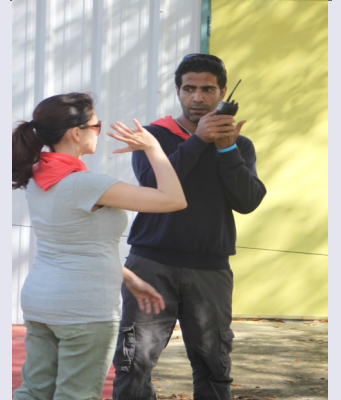
For additional information on these scholarship go to <http://cahss.nova.edu/students/resources/index.html>

PRACTICUM EXPERIENCE - DCRS Students and Faculty Participate in Atlantic Promise Crisis and Conflict Simulation

March 10-13, 2016, DCRS doctoral students Hussain Alqahtani, Scherazade Sabrina Chikhi along with DCRS doctoral student and NSU administrator, Armen Gregorian, and NSU faculty Dr. Mary Hope Schwoebel participated in a complex humanitarian emergency simulation in Fellsmere, Florida. Dr. Schwoebel and Mr. Gregorian served as faculty team leaders. Mr. Gregorian also provided training based on his extensive global experience as an ICRC delegate. The simulation was organized by the Forage Center for Peacebuilding and Humanitarian Education and involved graduate students and faculty from four universities: The School for Analysis and Conflict Resolution, George Mason University, Kennesaw State University, Tulane University and Nova Southeastern University.



The City of Fellsmere, Florida, U.S. Army, Company A/436th Civilian Affairs Battalion, Operation Hope of Greater Florida, Inc., and the American Red Cross, South Florida Chapter sponsored the program. **The City of Fellsmere and Operation Hope contributed venues for the simulation; the City of Fellsmere and the Army Civilian Affairs Battalion provided role players; and the American Red Cross, South**



Florida Chapter donated equipment and supplies. The exercise provided students an experiential learning opportunity in which they utilized negotiation, mediation, team-building, cross-cultural and other skills learned in their degree programs, in a variety of crisis and conflict contexts, such as addressing a pandemic, establishing a refugee camp, negotiating safe passage with armed insurgents, and other scenarios.

Jane Mokaya And Eldoret Diocese Bishop

In our last issue we saw Jane going off to her practicum in Kenya. She was at the Moi University Peace Institute. She then went on to the Diocese and had the opportunity to meet the Bishop who welcomed her and briefed her on the peace and justice department along with the process and what triggers the animosity between two communities which keep on fighting due to cattle rustling.



As part of her practicum, Jane was able to participate in a forum negotiating a conflict between the Catholic Church Bishops, Seventy Day Adventist Church, Evangelical Churches in Kenya, Civil Societies, Opposition Parties and the Kenyan Government. This was the negotiations on removing the Independent Electoral Commissioners from office to pave way for new commissioners to be appointed so that they can prepare for the country's general elections next year August 8th, 2017. The negotiations came out in a win/win strategy which worked on phase one. Jane went onto secure her Practicum 2 with The Institute for Women, Gender and Development Studies, at Egerton University, also in Kenya.



PRACTICUM EXPERIENCE CONT.**QUADRANT MEDIATION INC.**

Quadrant Mediation Inc. located in Miami, FL, is a fairly new site which became available to our students since 2015. At this site students with an interest in mediation, arbitration, and EEO investigations will be completing their practicum with the opportunity to observe in these areas. They will observe cases involved with EEO investigations that deal with ADA violations, sexual harassment, as well as other complaints.

Dr. Jorge Rice, Circuit Civil, Family & Appellate Mediator, Qualified Arbitrator and Florida Supreme Court Certified is the supervisor at this site and an alumnus of DCRS. For contact and description details, please visit [DCRS Agency List](#).

**PEER MENTOR PROGRAM—FACE TO FACE MEETING DURING RI FALL 2016**

Peers and their mentors had their face-to-face during Fall 2016 RI. It was a vibrant session where new acquaintances were formed and productive ideas were exchanged. New students left feeling a greater sense of being part of the department community, and reassured of the program they have entered. Welcome to all, and let's keep the connection going.



STUDENT PUBLICATIONS

JOSEPH GRAHAM MCGHEE JR.

- Review of Social Sciences Journal - Joseph Graham McGhee Jr. had an article titled "Rise in Authoritarianism in the 21st Century" accepted for publication in the *Review of Social Sciences Journal*. He mentioned that this article stemmed from a paper he had written for Dr. Duckworth's Foundations class. The paper gave some ideas on what governments, civil society and international organizations should do to limit the conflict drivers. In the ever-changing economic and political environment in the U.S., this article explores and helps us understand certain changes, particularly the move "to the right" politically for certain groups.
- I am excited to share my most recent publication, an edited series of essays titled, "Contemporary Security and Defense Issues in the Caribbean." I also wrote chapter 8, Global Warming and Climate Change in the Caribbean.
- Public announcement: <http://chds.dodlive.mil/2016/08/26/perry-center-announces-new-publication-on-caribbean-security-and-defense-matters/>
- Book available for download from the Perry Center homepage: <http://chds.dodlive.mil/files/2016/08/pub-other-paterson-earle.pdf>

STUDENTS—SUZETTE HENRY-CAMPBELL

ENCYCLOPEDIA OF STRATEGIC LEADERSHIP AND MANAGEMENT

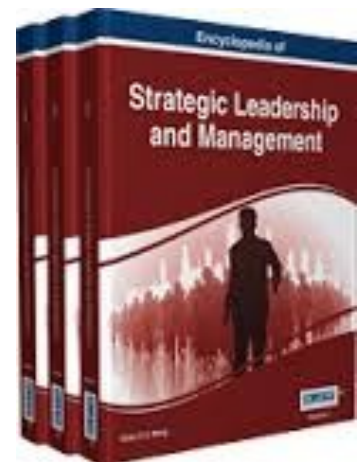
Victor C X Wang (Florida Atlantic University, USA)

Chapter 16

Managing a Diverse Workforce,

Suzette Henry-Campbell,

Nova Southeastern University, and Salma Hadeed, Florida International University, USA



A SAMPLE OF FACULTY PUBLICATIONS

- **Ismael Muvungi LLB, PhD**

Dr. Muvungi had a book chapter in a just published edited volume *Deconstructing Women, Peace and Security; A Critical Review of Approaches to Gender and Empowerment* edited By Martha Mutisi and Sandra Cheldelin published by the Human Sciences Research Council and ACCORD, 31 Mar 2016 that might be of interest. His chapter is entitled "Reclaiming women's agency in conflict and post-conflict societies: Women's use of political space in Mozambique, Zimbabwe and South Africa."

- **Neil Katz, PhD**

"Committee for Nonviolent Action" accepted for publication in Opposition to War: An Encyclopedia of United State Peace and Anti-war Movements. Mitchell K. Hall Ed. ABC/CLI.O, fall, 2016.

"Higher Education's Current State of Alternative Dispute Resolution Services for Students" (with Linda N. Kovack), Journal of Conflict Management, Vol. 4, No. 1 Winter, 2016.

"An Innovative Approach for Conflict Resolution Preparation: Overt and Covert Dynamics" (with Katherine J. Sosa and Suzette A. Harriott), Conflict Resolution Quarterly, Vol. 34, No. 2 winter, 2016.

- **Cheryl Duckworth, PhD**

Article in the *Journal of Contemporary Issues in Education*, entitled "Is there a School to Terror Pipeline/ The Case of France"

"Is peacebuilding donor—driven? Inside the dynamics and impacts of funding peace" in the *Journal of Peacebuilding & Development*

- **Robin Cooper, PhD**

Co-Editor of *Peace Jobs: A Student's Guide to Starting a Career Working for Peace* By David J. Smith, A volume in the Peace Education Series published by Information Age Press.

"Conducting a Systematic Literature Review on Water-related Attitudes, Behaviors, and Stakeholder Engagement Approaches in Florida: Strategies and Tools" with co-authors Bruce Lilyea (alum and first author), Jorge Rice (alum), Marcelle DuPraw alum), and Stacy Allsop (NSU librarian) forthcoming in the December issue of *The International Journal of Interdisciplinary Social Sciences: Annual Review*.

- **Mary Hope Schwoebel, PhD**

Book Chapter entitled "The evolution of Somali women's fashion during changing security contexts" published in *International Politics of Fashion: Being Fab in a Dangerous World*. Andreas Behnke (ed.). Routledge. 2016.

FINAL DEFENSES: MARCH 2016 - OCTOBER 2016

- **Michael Brochu** - *Cyber Bullying: A Quantitative Study on the Perceptions and Experiences of Female Emirati University Students: 9,2016*
- **Melissa Miller-Muñoz** - *Motherhood redefined: An interpretative phenomenological analysis of the lived experiences of lesbian mothers and the sociopolitical conflicts that shape their narratives. 9, 2016*
- **Amanda Kathryn Ellzey** - *Trends in the Match of Early Intervention to Student Need: A Grounded Theory Study in Student Support Within One Florida School District - 8,2016.*
- **Kwadjo Owusu-Sarfo** - *Deconstructing Public Discourse on Undocumented Immigration in the United States in the Twenty-First Century : 7,2016*
- **Maria Christina Georgo** - *A Qualitative Media Analysis of the Depiction of Workplace Bullying in Hollywood Films Spanning 20 years .7, 2016*
- **S. David Merson** - *The Influence of Innate Behavioral Predispositions on Conflict Stakeholder Interactions in Mediation: The Camp David Accords of 1978 : 7, 2016.*
- **Robyn Faust Gabe** - *Phenomenological Research Study on Unexpected Loss for the Adult Sibling: Exploring Interpersonal Conflicts : 6,2016*
- **Henry Young** - *Perceived Lack of Teacher Empathy and Remedial Classroom Conflicts: A Phenomenological Study : 6, 2016*
- **Theresa E. Smalling** - *The Tale of Two Cities: A Multi-Case Study of Negotiating Behavior During Collective Bargaining Between Municipal Governments and Public Employee Labor Unions in Florida : 5, 2016*
- **Moise Arrah** - *A Gift Of Nature And The Source Of Violent Conflict: Land And Boundary Disputes In The North West Region Of Cameroon. The Case Of Balikumbat And Bafanji: 5, 2016*
- **Tyra L. Brown** - *The Next Disaster... Will Be Televised: An Exploratory Qualitative Media Analysis of Hurricane Preparedness in Television Newscasts .*
- **Ann Marie Rolle** - *History Fast-Forward: Revising History and its Impact on Educational Policy : 4, 2016*
- **Justin Fielder** - *Balancing Civil Liberties and Security: Case of Conflicts Over Securing Public Space:4,2016*
- **Carlyn Jorgensen** - *A Case Study Analysis of Dehumanization in Rwanda and Darfur: 4,2016*
- **John Alexander Gordon** - *Mitigating Conflict between Iran and the West through International Human Rights Doctrine : 4, 2016*
- **Richard L. Brooks** - *Generational Conflict within the Federal Government :4, 2016*
- **Jesse Treacle** - *Moving from Fear towards Unity among Intergroup Dialogue Participants in Israel-Palestine: Findings from a Qualitative Meta-Data-Analysis: 4, 2016*
- **Jennifer A. McDevitt** - *Considering Cali: A Phenomenology of Travelers' Experiences in Conflict-Ridden Colombia: 4, 2016*
- **Fernando Montoya** - *Framing Conflict Narratives: A Multimodal Critical Discourse Analysis Of Media Coverage On Defense And Security Policies In Colombia : 4, 2016*
- **Amy Parker** - *Conflict Resolution Behaviors and the Affect of Identity Standards and Empowerment Needs on Individuals Using External Augmentative and Alternative Communication Devices: 4, 2016*
- **Caitlyn Henahan-Foppe** - *A Phenomenological Study of the Vegan Social Movement : 3, 2016*
- **Nadine Pierre-Louis** - *Theory of Conflict Resolution Behavior: Dimensions of Individualism and Collectivism and Perception of Legitimate Power and Ideology; a Hermeneutic Comparative Analysis : 3, 2016*
- **Librada Sanchez** - *Intimate Partner Relationship Conflict: Experiences of Women Students :3, 2016*
- **Narayan Bahadur Khadka**—*Tharu Barghar-Mukhiya Indigenous Model: A Case Study of Tharu Community of Nepal: 3, 2016*
- **Farouk Adeniyi Raheemson** - *Corruption and Conflict: A Phenomenological Study of the Experiences of Nigerian Citizens : 3, 2016*

SOMEONE IS READING YOUR DISSERTATIONS!

Months	Downloads
June	612
July	560
August	720
September	790

The most popular papers were:

The Impact of Islam as a Religion and Muslim Women on Gender Equality: A Phenomenological Research Study (298 downloads) http://nsuworks.nova.edu/shss_dcar_etd/14

The Impact of Colorism on Historically Black Fraternities and Sororities (120 downloads) http://nsuworks.nova.edu/shss_dcar_etd/20

Identifying the Factors That Influence Conflict Management Behavior of Human Resource Professionals in the Workplace: An Analysis of the Relationship Between Personality and Conflict Management Behavior (85 downloads) http://nsuworks.nova.edu/shss_dcar_etd/26

We are delighted to invite you to become part of the NSU Conflict Resolution Community group on Facebook. Join us today and let's talk, share the good things happening in your world of conflict resolution, ideas, and see what is happening in the department.



Our goal is to build a community of like minds, where students and alumni can share information on current trends within the field, employment opportunities, and co-author research articles and projects.

[DCRS is now on Facebook](#)

NSU ALUMNI ASSOCIATION

- NSU CHATS - this fall the NSU Alumni Association will be launching our newest tool to engage our alumni around the world in a meaningful way and provide them with career development resources. *NSU Chats* will be a series of online, 1:1 networking events that will occur on the third Thursday of each month beginning in November. These online events will feature up to 6 different chat lobbies that alumni will be able to join. Once in a lobby each individual will connect with someone else for a 10 minute networking conversation. After each conversation the individuals will have transcripts of their discussion, be able to connect via LinkedIn and then move to another conversation.
- Welcome to NSU Connect—NSU Connect is our new online community, exclusively for alumni. It's your ONE-stop-shop to find or share job leads, alumni events, mentoring opportunities, peer-driven career advice and easily connect with other Sharks. We need your help to build this community - your community - by posting, sharing and inviting fellow Sharks to join. Signing up is easy and free!

Go to www.nsuconnect.net

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